

**ARTICLE FOURTEEN
INSURANCE**

The City of El Paso and Local 51, International Association of Firefighters propose different increases in the rates of contribution by the firefighters to the City's health insurance plans.

The Association of Firefighters proposes that: the employee contributions paid by the El Paso members of Local 51, International Association of Firefighters for healthcare premiums be increased by 22 percent of the amounts currently paid for health insurance premiums beginning in calendar year 2016, a 22 percent increase on the current premium in calendar year 2017, and a 22 percent increase on the current premium in calendar year 2018.

Instead of the Association of Firefighters proposed amounts above, the City of El Paso proposes that the employee contributions paid by the El Paso members of Local 51, International Association of Firefighters for healthcare premiums be increased in the first year to be the same as those paid by police officers, which is equal to 65 percent of the amount paid by civilian city employees in 2015, and equal to 75% of the civilian employee premium in future years on two plans, and 87.5% in calendar year 2017 and equal to 100% in calendar year 2018 on the Buy-Up plan.

Are you in favor of Local 51, International Association of El Paso's Firefighters' proposal instead of the City's proposal?

A vote "Yes" is for Local 51, International Association of El Paso Firefighters' proposal. A vote "No" is for the City's proposal.

_____ YES

_____ NO